



## **USDA Student Employment Fact Sheet**

This Fact Sheet provides information on employment opportunities for Students and Recent Graduates

### **Background**

On December 27, 2010, President Barack Obama signed Executive Order 13562, Recruiting and Hiring Students and Recent Graduates. The Executive Order created the Internship Program, the Recent Graduates Program, and revised the Presidential Management Fellows Program.

### **Key Points**

- The USDA Internship Program targets students enrolled in a one year, full-time certificate program, vocational school, home-school, community college, undergraduate school, and graduate school;
- The USDA Recent Graduates Program targets individuals who have graduated within 2-years and veterans who have graduated with 6-years;
- The Presidential Management Fellows Program(PMF) targets individuals with advance degrees who have graduated within 2-years and veterans who have graduated within 6-years;
- The Pathways Programs became effective July 10, 2012;
- Available Recent Graduate and Student Trainee opportunities will be posted on USAJobs at [www.usda.usajobs.gov](http://www.usda.usajobs.gov);
- The Pathways Programs regulation requires students and recent graduates to sign a Pathways Participant Agreement;
- Mentoring, performance feedback, completion of an Individual Development Plan, and professional development training are major components of the USDA Pathways Programs;
- All Pathways participants will be appointed under the Schedule D Hiring Authority
- Students will be referred to as “Student Trainees”;
- Recent Graduates will be referred to as “Recent Graduates”;
- Presidential Management Fellows will be referred to as PMFs;
- Veteran’s Preference applies to each Pathways vacancy;
- USDA will recruit PMFs from an OPM approved list of finalists; and

- USDA also offers unpaid employment opportunities to students in high school and college. Please contact each USDA Agency HR Office for more details.

#### USDA Students and Recent Graduates Receive:

- A dynamic orientation and welcome event
- An interactive Onboarding experience;
- A mentor and flash mentoring events
- An individual development plan;
- A Pathways Participant Agreement; (for Pathways participants only)
- A shadowing experience (optional per agency);
- Training and professional development;
- Rotational Assignments (required for PMF's); and
- Webinars and Seminars

#### Comparison of USDA Intern Programs

Comparison	Volunteer Programs	Third Party Programs (1890's, Wallace-Carver, 1994, HACU etc.)	Pathways Intern Program	Pathways Recent Graduate
Temporary	Yes	Yes	Yes	Yes
Eligibility Requirements	Current Student	Current Student	Current Student	Graduated within the past 2 years*
Position must be related to academic field	No	No	Yes	Yes
Eligible for conversion to the competitive service	No	No	Yes	Yes
Veteran's Preference Applies	No	No	Yes	Yes
Public Notice Requirement	No	No	Yes	Yes
Eligible for professional development training, mentoring, shadowing, and IDP	Yes	Yes	Yes	Yes

\*Two- year requirement may be extended up to six years for veterans who, due to military service obligations, were precluded from applying in the two-year window

## Where to Find Additional Information

For a list of frequently asked questions pertaining to the Pathways Programs, please visit [https://help.usajobs.gov/index.php/Pathways\\_FAQs](https://help.usajobs.gov/index.php/Pathways_FAQs)

For information regarding training and development opportunities for USDA Interns, please contact **Carol Scott**, USDA Intern Training and Development Program Manager, Virtual University, Office of Human Resource Management at [carol.scott@dm.usda.gov](mailto:carol.scott@dm.usda.gov) or 202-260-8364.